

3 AUG 1978

Executive Registry

78-2661/3C
78-9641/2

MEMORANDUM FOR: Director of Central Intelligence
FROM : John F. Blake
Deputy Director for Administration
SUBJECT : Suggestions from Congressional Women's Caucus
REFERENCE : Memo to DDA fr DCI dtd 21 Jul 78, same subject

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12 AUG 1978

1. Action Requested: None; for information only.
2. The following comments are in response to the suggestions made to you on 20 July by the Congressional Women's Caucus:

a. Hire more women recruiters:

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At present three of our 17 recruiters are female (18%). One of these three also serves as the Chief of the Washington Area Recruitment Office, [REDACTED]. As recruiter positions become vacant, female employees are considered and compete for them on an equal basis with their male counterparts. Since 36% of the professionals in the Office of Personnel are females, we anticipate that female representation in the recruiter ranks will increase as a result of future reassignments.

b. Draw on the talent of women professionals and specialists when awarding study contracts, seeking consultants for NIE's, etc.:

This suggestion will be the subject of a separate memorandum which is being prepared by NFAC.

c. Bolster the complement of women with scientific and technical background by recruiting them from the science/engineering department faculty of women's colleges:

Competition with private industry in recruiting scientists and engineers has always been keen. Competition for female scientists and engineers is even more so because of the extremely small pool of

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applicants (only about seven percent of those studying engineering or the physical sciences are female). It is the responsibility of Agency recruiters to actively exploit all applicant sources in these disciplines, including faculty members, although overtures to this latter group must necessarily be discreet to avoid offending university management.

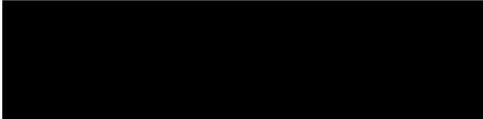
d. ^{not really} Improve the recruiting approach made to women; it was alleged that when a college graduate applicant is interviewed, she is told, "We can't tell you exactly what you will do or exactly where you will work or exactly what skills you will require, but do you type?"

I have no doubt at all about the correctness of the allegation as it applies to the first 20 years of the Agency. But I can assure you, not today. The interview of a female college graduate is handled identically to that of a male college graduate. In fact, when a college graduate of either sex applies for a clerical job our recruiters have specific, written instructions (copy attached) to counsel and encourage the person to seek a professional position in keeping with his or her education. If the individual insists on applying for a clerical position after our recruiter has unsuccessfully tried to discourage him or her, we do accept the application, but only after impressing on the applicant that there is no guarantee of eventual assignment to a professional position. On the general subject of interviewing women, our recruiters have been specifically instructed for some years now to ask female applicants only those questions they would ask male applicants.

3. Our recruitment activities for female applicants can be summarized as follows:

Recruiters visit organizations and schools which are predominantly composed of women. They counsel college women at both the graduate and undergraduate levels about professional careers in the Agency. We participate in the job fair portion of annual conferences held by selected sororities and professional women's organizations. We correspond with representatives of the Minority Women's Employment Program. Recruiter literature is made available to female groups which sponsor employment opportunity seminars and the like. During FY 1977 women comprised 20% of the total professional and technical employees hired by the Agency. This compares favorably with statistics which show only slightly more than 20% of the graduate students majoring in academic disciplines of interest to the Agency are women.

STATINTL


John F. Blake

Att: Memo to Recruiters
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